

**2015 FCC EEO Public File Report for Charter Communications  
12391 - CM Marquette Cnty MI**

***This Report Covers September 1, 2014 through August 31, 2015***

**Total Number of Full-Time Vacancies Filled During This Period: 4**  
**Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 13**

*Please see attached the Recruitment Source List that includes recruitment source contact information.*

**FULL-TIME VACANCIES FILLED**

FCC Unit (All)

Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred	Number Hired
1409371	Account Coordinator	Indeed.com*	1	1
		Referral*	1	0
		Charter.com	1	0
		Direct Employers	0	0
		RecruitMilitary	0	0
		LinkedIn	0	0
		Glassdoor.com	0	0
		Hispanic Center of Western Michigan	0	0
<b>1409371 Total</b>			<b>3</b>	<b>1</b>
1405203	Account Executive - Houghton, MI	Internal	1	0
		Referral*	1	1
		Charter.com	0	0
		Direct Employers	0	0
		LinkedIn	0	0
		Glassdoor.com	0	0
		Hispanic Center of Western Michigan	0	0
		Hero2Hired	0	0
		Pure Michigan Talent*	1	0
		Michigan Works Association*	1	0
<b>1405203 Total</b>			<b>4</b>	<b>1</b>
1502409	Account Executive - Iron Mountain, MI	Internal	1	0
		Indeed.com*	1	0
		Referral*	1	1
		Charter.com	0	0
		Direct Employers	0	0
		RecruitMilitary	0	0
		LinkedIn	0	0
		Glassdoor.com	0	0
		Hispanic Center of Western Michigan	0	0

1502409	Account Executive - Iron Mountain,M	Multi-Channel News	0	0
		CableFax	0	0
		Montana State University Career Fair	0	0
<b>1502409 Total</b>			<b>3</b>	<b>1</b>
1409388	Local Account Planner	Indeed.com*	1	1
		Referral*	1	0
		Charter.com	0	0
		Direct Employers	0	0
		RecruitMilitary	0	0
		LinkedIn	0	0
		Glassdoor.com	0	0
		Hispanic Center of Western Michigan	0	0
		Facebook*	1	0
<b>1409388 Total</b>			<b>3</b>	<b>1</b>
Grand Total			13	4

### RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Direct Employers	9002 N. Purdue Rd., Ste. 100	Indianapolis, IN 46228	directemployers.org	317-874-9000	No	0
Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	1
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	0
LinkedIn	2029 Stierlin Court	Mountain View, CA 94043	linkedin.com	312-650-7593	No	0
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	0
Indeed.com*					No	3
Referral*					No	4
Hispanic Center of Western Michigan	1204 Grandville Ave. SW	Grand Rapids, MI 49503	Deisy Madrigal		No	0
Internal					No	2
Pure Michigan Talent*					No	1
Michigan Works Association*					No	1
Hero2Hired	<a href="https://h2h.jobs/">https://h2h.jobs/</a>				No	0
Montana State Univesity Career Fair	177 Stand Union Building	Bozeman, MT 59717	Career Services	406-994-4353	No	0
Facebook*					No	1

Note: Charter works with DirectEmployers Corporation, a job sourcing organization, to broadly disseminate its job vacancy information for this unit.

DirectEmployers posts Charter's job vacancy information for this unit to a variety of sources.

\* The sources marked with (\*) in this report are sources that were identified by interviewees as referral sources, but that: (1) Charter did not use directly as a recruitment source; and/or (2) Interviewees were unable to identify more precisely. Many job boards and job banks pull Charter's job vacancies from its website and post them independently via their own systems. Accordingly, applicants often learn about Charter's job vacancies from sources that Charter does not post with directly or track.

**Supplemental Recruitment Initiatives:**

#	Name	Date	Description
1	Tuition Reimbursement	Ongoing	college courses to enhance their skills to better prepare them for their current jobs and/or advanced positions.
2	Training Programs for All Employees	Ongoing	topics: fostering mutual respect in the workplace, Charter's Code of Conduct, information security, privacy, records and information management, timekeeping, and performance
3	Management-Level Employees	Ongoing	programs devised to assist with leadership development and policy administration skills. Offerings provided at various times during this plan year included Civil Treatment for
4	Lynda.com Training	Ongoing	online courses for creative services staff to increase their knowledge and skills
5	Montana State University Career Fair	3/25/2015	Job Fair